

H & H Homes / Dream Finders
VP OF LAND - CHARLOTTE
2022 BONUS STRUCTURE

11/29/2021

2/6/2023

ENTITLEMENTS	Potential		Actual
Medlin Forest Plat Recordation		\$ 10,000	\$ 10,000
Sunview TH: Full CD Approval		\$ 3,500	\$ -
Arborwood TH: Full CD Approval		\$ 3,500	\$ 3,500
A - BONUS SUB TOTAL ENTITLEMENTS	13%	\$ 17,000	\$ 13,500
LAND ACQUISITION			
Beginnng pipeline	707		
In planning / approval	939		
Total potential at start	1,646		
Goal for end of 2022	2,200		
Starts per plan	200		
New units necessary (Approved by Land Committee)	754		498
Dollars per units added to pipeline	\$ 80		
B - BONUS SUB TOTAL LAND ACQUISITION	45%	\$ 60,320	\$ 39,840
LAND DEPARTMENT MANAGEMENT			
Ensure Pipeleine report is accurate and complete		\$ 5,000	\$ 5,000
Create department team (Analyst/LD Project Mgr/Land Acq. Mngr)		\$ 5,000	\$ 5,000
Business plan starts (200 +/-)	200		
Pay for ensure lot takedowns occur	\$ 100		
		\$ 20,000	\$ 18,500
C - BONUS SUB TOTAL LAND DEPT. MANAGEMENT	22%	\$ 30,000	\$ 28,500
LAND DEVELOPMENT			
Development lots delivered (133 +/-)	133		
Per delivered lot	\$ 200		
Incentive for completed lots		\$ 26,600	
D - BONUS SUB TOTAL LAND DEVELOPMENT	20%	\$ 26,600	\$ 13,600
TOTAL BONUS POTENTIAL (A+B+C+D)	100%	\$ 133,920	\$ 95,440

Approved - DZ

Moore Farms+Wingate+Cottages at Indian Trails West

Approved - DZ

Based on 186 starts - Not sure if that is accurate

Revised to 185 - DZ

Used only 68 lots in Medlin

Approved - DZ

NOTE: 2023 Bonus Structure will change to incorporate starts (\$125/lot) and potentially plat recordation (\$125/lot) as well as measurable metrics tied to 2023 Business Plan Achievement